



State of Nebraska

NEBRASKA EQUAL OPPORTUNITY COMMISSION

NEBRASKA EQUAL OPPORTUNITY COMMISSION MEETING OF AUGUST 16, 2013

Commissioner Jeffries called the meeting to order in Lincoln, Nebraska at 9:04 a.m. on August 16, 2013. It was established after a roll call that there was a quorum.

I. ROLL CALL

Commissioners Present

Royce Jeffries, Chairperson
Bette Trumble
Rita Griess
Janet Palmtag

Kristin Yates, Vice Chairperson
Arnold Nesbitt
Eric Drumheller

Staff Present

Barbara Albers, Executive Director
Paula Gardner, Unit Director
Shelley Foss, Investigator III

Gretchen Eure, Unit Director
Cat Souliere, Staff Assistant

II. AFFIDAVIT OF PUBLICATION

The Affidavit of Service from the Lincoln Journal Star was read to show that the public was made aware of the August 16, 2013 Commission meeting.

III. APPROVAL OF MINUTES

Commissioner Griess moved to approve the May 20, 2013 Commission meeting minutes. Commissioner Yates seconded the motion.

ROLL CALL: Ayes: Trumble, Nesbitt, Jeffries, Yates, Griess
 Nayes:
 Abstained: Palmtag, Drumheller
 Motion Carried

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Commissioner Nesbitt moved to approve the June 21, 2013 Commission meeting minutes.
Commissioner Griess seconded the motion.

ROLL CALL: Ayes: Nesbitt, Jeffries, Yates, Drumheller, Griess
 Nayes:
 Abstained: Palmtag, Trumble
 Motion Carried

Commissioner Griess moved to approve the July 19, 2013 Commission meeting minutes.
Commissioner Palmtag \ seconded the motion.

ROLL CALL: Ayes: Trumble, Palmtag, Jeffries, Drumheller, Griess
 Nayes:
 Abstained: Yates, Nesbitt
 Motion Carried

IV. ADDITIONS OR CORRECTIONS

Under Section VIII. SUCCESSFUL AGREEMENTS, please add NEB 2-12/13-4-43821, NEB 2-12/13-6-2821-H, and NEB 1-12/13-4-43976.

Under Section IX. ADMINISTRATIVE ACTIONS, please add B. WITHDRAWALS NEB 1-12/13-5-44003, C. LACK OF JURISDICTION, NEB 1-12/13-8-2837-H, and D. COMPLAINANT FILED IN COURT, NEB 1-12/13-7-2834-H.

Under Section IX. BUSINESS, please add 4. Investigator Promotion Policy.

V. PUBLIC INPUT (Non Case)

Limit of 5 minutes per person for a total of a 30 minute session.

None at this meeting.

VI. INTRODUCTION TO PUBLIC INPUT (Agenda Cases)

The cases wherein a party to the case was present were moved to the front of the agenda under Section VII. CASE DISPOSITIONS.

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VII. CASE DISPOSITIONS

NEB 1-12/13-11-43645 (Complainant was present.)

Commissioner Trumble moved for no reasonable cause.

Commissioner Nesbitt seconded the motion.

ROLL CALL: Ayes: Trumble, Nesbitt, Palmtag, Jeffries, Yates, Drumheller, Griess

Nayes:

Abstained:

Motion Carried

NEB 2-12/13-9-43327 (Respondent was present.)

Commissioner Griess moved for no reasonable cause.

Commissioner Drumheller seconded the motion.

ROLL CALL: Ayes: Trumble, Nesbitt, Palmtag, Jeffries, Yates, Drumheller, Griess

Nayes:

Abstained:

Motion Carried

NEB 1-12/13-9-43544 (Complainant and Respondent were present.)

Commissioner Nesbitt moved for no reasonable cause.

Commissioner Jeffries seconded the motion.

ROLL CALL: Ayes: Trumble, Nesbitt, Palmtag, Jeffries, Yates, Drumheller, Griess

Nayes:

Abstained:

Motion Carried

NEB 3-12/13-12-43635 (Respondent was present.)

Commissioner Drumheller moved for no reasonable cause.

cmj seconded the motion.

ROLL CALL: Ayes: Trumble, Nesbitt, Palmtag, Jeffries, Yates, Drumheller, Griess

Nayes:

Abstained:

Motion Carried

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The Commission took a short break.

NEB 2-12/13-2-2793-H

Commissioner Yates moved for reasonable cause.

Commissioner Jeffries seconded the motion.

ROLL CALL: Ayes: Trumble, Palmtag, Jeffries, Yates, Drumheller, Griess
 Naves:
 Abstained: Nesbitt
 Motion Carried

NEB 2-12/13-12-2772-H

NEB 3-12/13-10-43599

NEB 1-12/13-3-43937

NEB 2-12/13-4-43819

NEB 3-12/13-12-43636

NEB 1-12/13-3-43938

NEB 2-12/13-2-43479

NEB 2-12/13-1-43459

NEB 2-12/13-5-2811-H

NEB 2-12/13-5-2812-H

NEB 2-12/13-2-43478

NEB 1-12/13-10-43576

NEB 1-12/13-3-43918

Commissioner Jeffries moved for no reasonable cause on the above cases.

Commissioner Trumble seconded the motion.

ROLL CALL: Ayes: Trumble, Nesbitt, Palmtag, Jeffries, Yates, Drumheller, Griess
 Naves:
 Abstained:
 Motion Carried

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VIII. SUCCESSFUL AGREEMENTS

NEB 1-12/13-6-44154

NEB 1-12/13-3-43927

NEB 2-12/13-3-43770

NEB 2-12/13-4-43821

NEB 2-12/13-6-2821-H

NEB 1-12/13-4-43976

Commissioner Nesbitt moved to accept the agreements.

Commissioner Griess seconded the motion.

ROLL CALL: Ayes: Trumble, Nesbitt, Palmtag, Jeffries, Yates, Drumheller, Griess
 Nayes:
 Abstained:
 Motion Carried

IX. ADMINISTRATIVE ACTIONS

A. EEOC

NEB 1-12/13-9-43539

NEB 1-12/13-7-43254

NEB 2-12/13-11-43383

NEB 1-12/13-10-43578

NEB 1-12/13-7-43259

NEB 2-12/13-3-43776

Commissioner Jeffries moved to adopt the findings of the EEOC.

Commissioner Nesbitt seconded the motion.

ROLL CALL: Ayes: Trumble, Nesbitt, Palmtag, Jeffries, Yates, Drumheller, Griess
 Nayes:
 Abstained:
 Motion Carried

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B. WITHDRAWALS

NEB 1-12/13-5-44003

Commissioner Jeffries moved to administratively close the above cases based on withdrawal by Complainant.

Commissioner Yates seconded the motion.

ROLL CALL: Ayes: Trumble, Nesbitt, Palmtag, Jeffries, Yates, Drumheller, Griess
 Nayes:
 Abstained:
 Motion Carried

C. LACK OF JURISDICTION

NEB 1-12/13-5-44003

Commissioner Jeffries moved to administratively close the above cases based on lack of jurisdiction. Commissioner Drumheller seconded the motion.

ROLL CALL: Ayes: Trumble, Nesbitt, Palmtag, Jeffries, Yates, Drumheller, Griess
 Nayes:
 Abstained:
 Motion Carried

D. COMPLAINANT FILING IN COURT

NEB 1-12/13-5-44003

Commissioner Jeffries moved to administratively close the above cases based on Complainant filing in court.

Commissioner Nesbitt seconded the motion.

ROLL CALL: Ayes: Trumble, Nesbitt, Palmtag, Jeffries, Yates, Drumheller, Griess
 Nayes:
 Abstained:
 Motion Carried

X. CONCILIATION

None at this time.

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XI. CONCILIATION CASES TO BE CONSIDERED FOR PUBLIC HEARING

None at this time.

XII. PUBLIC HEARING

None at this time.

XIII. CIVIL ACTION

None at this time.

XIV. BUSINESS

1. Investigator Positions

Director Albers indicated that the agency had hired two new investigators.

2. Time Records Policy

Commissioner Nesbitt moved to approve the time records policy.

Commissioner Palmtag seconded the motion.

ROLL CALL: Ayes: Trumble, Nesbitt, Palmtag, Jeffries, Yates, Drumheller, Griess
 Nayes:
 Abstained:
 Motion Carried

3. Previous Month's Budget Reports

Commissioner Jeffries moved to approve and accept the previous month's budget reports.

Commissioner Yates seconded the motion.

ROLL CALL: Ayes: Trumble, Nesbitt, Palmtag, Jeffries, Yates, Drumheller, Griess
 Nayes:
 Abstained:
 Motion Carried

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4. Investigator Promotion Policy

Commissioner Palmtag moved to approve the investigator promotion policy.
Commissioner Nesbitt seconded the motion.

ROLL CALL: Ayes: Trumble, Nesbitt, Palmtag, Jeffries, Yates, Drumheller, Griess
 Nayes:
 Abstained:
 Motion Carried

XV. ADJOURNMENT

Commissioner Jeffries moved to adjourn August 26, 2013 Commission meeting at 10:30 a.m.
Commissioner Nesbitt seconded the motion.

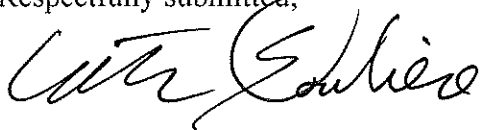
ROLL CALL: Ayes: Trumble, Nesbitt, Palmtag, Jeffries, Yates, Drumheller, Griess
 Nayes:
 Abstained:
 Motion Carried

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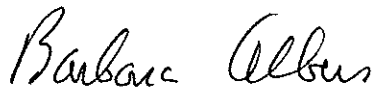
Respectfully submitted,



Cat Souliere
Staff Assistant

August 16, 2013

Date

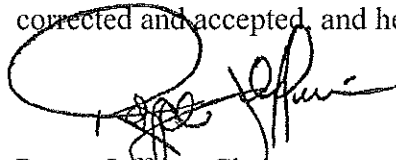


Barbara Albers
Executive Director

August 19, 2013

Date

The Minutes of the Nebraska Equal Opportunity Commission meeting of August 16, 2013 have been corrected and accepted, and henceforth approved on this date.



Royce Jeffries, Chairperson

SEP 20 2013

Date